Manpower Drawdown

Colonel Bill Tosick
Manpower Plans, Programs and Budget Branch

LtCol Doug Feiring
Officer Plans Section

LtCol Kevin Williams
Enlisted Plans Section

SgtMaj Cevet Adams
M&RA Sergeant Major

Purpose

- **Provide an overview of the drawdown plan and yearly end-strength reductions**
- **Discuss the force shaping tools to be used**
- **Discuss what to do to minimize impact**

Background

- **We've been through this before…**
  - **Post World War II**
    - **1945 E/S 475,000 down to 75,000 by end of 1950 (~80K / year)**
  - **Post Korea**
    - **1953 E/S 250,000 down to 190,000 by end of 1958 (~12K per year)**
  - **Vietnam Era**
    - **1969 E/S 310,000 down to 189,000 by end of 1974 (~24K per year)**
  - **Post Cold War/Desert Storm**
    - **1990 E/S 197,000 down to 174,000 by end of 1994 (~6K per year)**
  - **Current**

Our Marine Corps

- **Is the Nation's premier expeditionary force in readiness – "…the most ready when the Nation is least ready."**
  - **Keeping faith important - "Needs of the Marine Corps" paramount**
  - **Right number of Marines at each MOS and rank = no hollow force**
- **Merit based (Board Selected) "Up or Out" system that accesses, retains, and promotes only to vacancy**
  - **Attrition is necessary to maintain a healthy force**
  - **~ 70% of us are on our first enlistment / contract**
  - **~ 40% of our enlisted Marines are LCpl and below**
  - **~ 75% do not make it to a second contract**

“Keeping Faith” During a Drawdown

Task: Define the term “Keeping Faith with our Marines” in the context of the drawdown

Key Points:

- The Marine Corps is the premier expeditionary force in readiness - “the most ready when the Nation is least ready.”
- Must maintain the right number of Marines at each rank to ensure we do not become a hollow force.
- Must maximize use of natural attrition and voluntary separation authorities to achieve reductions.
- Competition for accession, promotion, and retention will be tougher, but in numbers required to sustain the force.

Key Drawdown Goals (to keep faith with our Marines):

- Drawdown will be incrementally phased – with end strength reduction of about 5000 Marines per year
- Allow Marines to complete their current enlistment contracts
- Continue to allow Marines to make it to retirement who we’ve traditionally allowed (Staff Sergeants and Majors)
- For those Marines separating:
  - Provide adequate transition time
  - Provid

Be the BEST Marine you can be every day

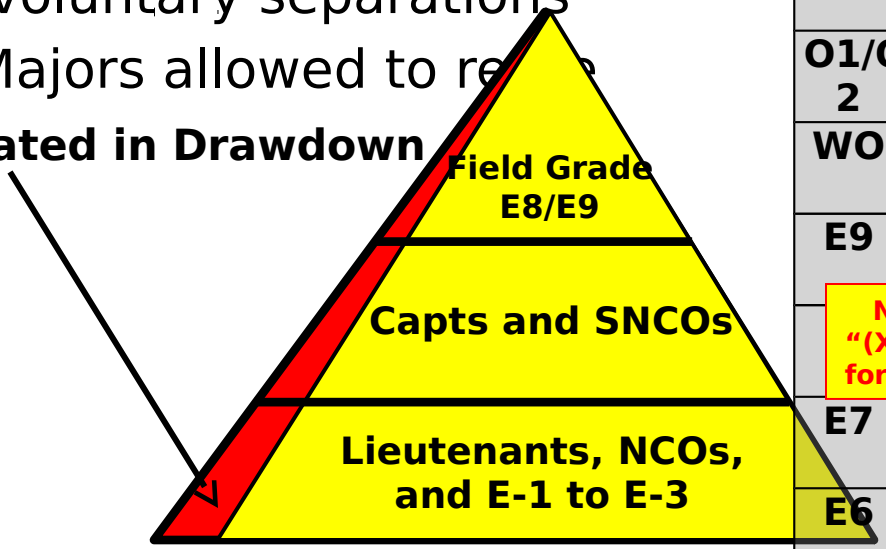
Drawdown Goals

Drawdown Glideslope
- **FY12 – 200K**
- **FY13 – 195K**
- **FY14 – 192K**
- **FY15 – 187K**
- **FY16 – 182K**

- Maintain ideal distribution across force (= Needs of the Marine Corps)
  - Avoid excessive accession cuts
  - Maintain FTAP/STAP retention goals
  - Maintain promotion flow points
  - Inventory must be reduced in all ranks
- Maximize voluntary separations
- Minimize involuntary separations
- SSgts and Majors allowed to re[illegible]e

1990's Drawdown Lessons Learned

Structure Eliminated in Drawdown



Grade	On Hand	FY16	Delta
O6	692 (269)	680	-281
O5	1884 (691)	1878	-428
O4	3780 (1292)	3769	-612
O3	6520 (1715)	5986	-966
O1/O2	6628	5977	-651
WO	2036 (200)	2195	-41
E9	1598 (274)	1636	-36
E7	9251 (566)	9073	-18
E6	17120 (1743)	16305	-1992

Note – Numbers in parenthesis "(X)" represent Marines selected for that rank

Force Shaping Authorities Available

Authority	Eligible	Description	Payment	Remarks
Temporary Early Retirement Authority (TERA)	Officers and Enlisted	Early retirement for Marines between 15 and 20 YOS	32.5% to 43% Retirement Major w/15 YOS = $28,501/Yr SSgt w/15 YOS = $14,316/Yr	9-11 GIB / Redux Targeted MOSs and Grades Only
Early Discharge Authority (EDA)	Officers – "OVER" Enlisted – "VEERP"	Enlisted up to 12 months Officers up to 6 months	None	In effect now
Voluntary Retirement Incentive (VRI)	Officers – up to 675 max throughout DoD	Officers between 20-29 YOS	Up to 12 months base pay Col 26yrs = $124,212	USMC Not Offering
Voluntary Separation Pay (VSP)	Officers and Enlisted	Early separation (6-20 YOS)	up to 40% base pay x YOS SSgt w/14 YOS = $118,059 Sgt w/10 YOS = $72,229	Targeted MOSs and Grades Only
Time –in- Grade Waiver (TIG)	O6 / O5 with 2yrs TIG	2% of Grade /Year (12 Cols and 38 LtCol)	Retire in Grade	In effect now
Selective Early Retirement Board (SERB)	Officers Enlisted	2P LtCol and Cols w/ 4 yrs TIG Up to 30% of eligible population E9s with 4 yrs TIG	None – retire in grade	None
STAP Boatspace Caps	Enlisted	Limit reenlistment for career Marines (Zone B 6-10 YOS)	Eligible for separation Pay	Targeted MOSs Only
Enlisted Career Force Controls	Enlisted	YOS limitations based on rank	Eligible for separation pay	In effect now

Drawdown Overview

	FY13	FY14	FY15	FY16
FY Begin Strength	200,000	195,000	192,000	187,000
Officer Accessions	1,600	1,600	1,600	1,600
Req'd Officer Losses	2,517	2,140	2,087	2,019
Voluntary Losses	1,855	1,830	1,830	1,830
SERB (If necessary)	124	50	50	50
Enlisted Accessions	28,000	28,000	28,000	27,300
Req'd Enlisted Losses	32,621	30,740	32,740	31,940
Voluntary Losses	32,242	30,162	32,283	31,500
Tightened Reenlistment	379	578	457	440
FY End Strength	195,000	192,000	187,000	182,100

Involuntary force shaping tools only required if voluntary losses are not sufficient

FY13 Drawdown Overview

- Start 200,000; End 195,000
  - Officer
    - B/S – 21,889
    - Gains – 1600
    - Required losses – 2,517
    - E/S – 20,972 + Delta
  - Loss Breakdown
    - Normal losses – 1580
      - Retirement, Resignation, EAS, etc.
    - **Voluntary (275)**
      - **TIG Waiver – 50**
      - **TERA – 125 (P'd Majors)**
      - **VSP - 100**
    - **Involuntary (124)**
      - **SERB – 124**
    - **Delta – 538**
  - Enlisted
    - B/S – 178,111
    - Gains – 28,000
    - Required losses – 32,621
    - E/S – 173,490
  - Loss Breakdown
    - Normal losses – 31,000
    - **Voluntary (1242)**
      - **X-Yr VEERP – 100**
      - **VSP – 750**
      - **TERA – 392 (P'd SSgts*)**

        ***Targeting Over Strength MOSs**
    - **Involuntary (379)**
      - **STAP Caps – 379**

        ***Targeting Over Strength**

Will have to make up officer overage via increased enlisted losses

Force Shaping Authorities

- **Currently in use:**
  - Early Discharge Authority (VEERP / OVER)
  - Enlisted Career Force Controls (ECFC) – 2P Sgts
  - Involuntary Separation Pay (ISP) - ECFC Separations / 2P Captai
  - Variable Promotion Opportunities
  - Time-in-Grade Waivers (Colonels and Lieutenant Colonels)

Current ECFCs
E4 – 8 years
E5 – 10 years (& 2P)
E6 – 20 years ∞P
E7 – 22 years (2P 20 yrs)
E8 – 27 years (2P 22 yrs)
E9 – 30 years

- **Planning to use starting next year (FY13):**
  - Temporary Early Retirement Authority (TERA)
    - Targeting P'd Majors and P'd SSgts in specific MOSs
  - Voluntary Separation Pay (VSP)
    - Targeting P'd Majors and P'd SSgts in specific MOSs
  - STAP Boat Space Caps (Zone "B")
  - Selective Early Retirement Board (O6s and O5s with greater than 20 Years of Service)

- **If needed, we may use "Final Protective Fires":**
  - SSgt ECFC Change / Continuation Board Policy Change for Majors
  - Enlisted Retention Board
  - **USMC does not expect to use the "Final Protective Fires"**

Temporary Early Retirement Authority

- **TERA (NDAA FY93, § 4403)** provides services authority to voluntarily retire Marines who have between 15 and 20 years of service
  - Retirement pay computed at 2.5 percent for each year of service (reduced by 1 percent for each year short of 20 yrs). For example: a Marine with 15 years of service would get 32.5% of high three. [2.5% X 15 years = 37.5% minus 1% X 5 years less 20 years of service.]
  - Funding: Service secretary will provide for the pay[illegible] retired pay to members who select TERA until the [illegible] mark
  - Authority reinstated until Dec 2018 by NDAA FY12

Redux? 9-11 GI Bill?

- **Examples:**

Major 15 Years $28,501 per year

Staff Sergeant 15 Years $14,316 per year

TERA will be targeted to specific MOSs and Grades

Early Discharge Authority

- **Enlisted (VEERP) - 10 USC § 1171**:
  - Any regular enlisted member of the armed forces may be discharged within one year before the expiration for the term of his/her enlistment or extended enlistment.
  - The member is not entitled to pay and allowances for the period not served, but is entitled to all rights, privilege, or benefits that they would have had they completed their full enlistment.
  - NDAA FY12 expanded discharge time frame to one year prior to EAS; previous limit was three months. Recently expanded to 365 days
- **Officer (OVER) - 10 USC § 630:**
  - Any officer on active duty that has less than 6 years of active commissioned service
  - Previous limit was 90 days early discharge - recently expanded to

Must have a minimum of 36 months of active service for full 9-11 GIB Benefits

Voluntary Retirement Incentive

- **Voluntary Retirement Incentive (VRI)**

  New authority passed in NDAA FY12, § 504 (to be codified at 10 USC 638b) :

  - Eligible officers may receive VRI payment if they have served on active duty for more than 20 years, but not more than 29 years; meet the minimum length of commissioned service requirements for voluntary retirement; and, on the approved date of retirement, has 12 months or more remaining on active duty before reaching the maximum retirement age or grade as specified under any other provision of law
  - Total number of officers receiving VRI may not exceed 675 (DoD wide)
  - Not eligible: Officer being evaluated or discharged for disability, transferred to the temporary disability retired list, or subject to pending disciplinary action
  - VRI payment: not to exceed an amount equal to one year of basic pay

Not using this authority as it is actually a disincentive to voluntary retirement

Voluntary Separation Pay

- **Voluntary Separation Pay (VSP) 10 USC 1175a**:
  - Available for Marines who served on active duty for at least 6, but not more than 20, years; served at least 5 years of continuous active duty immediately preceding the date of separation
  - Ineligible members: Discharged or evaluated for with disability; transferred to the temporary disability retired list; pending disciplinary action; and members who have been previously discharged with VSP
  - Payment: The amount can be set by the service secretary, but cannot be more than 40% X years of service X annual basic pay (USMC plan 15-20%)
  - NDAA FY12 extends VSP until Dec 2018
- **Examples:**

  Major 13 Years ~$157,675

  Sta

9-11 GI Bill?

VSP will be targeted to specific MOSs and Grades

Time-in-Grade Waiver

- **Two-year Time-in-Grade Waiver (O5/O6) 10 USC 1370**
  - Approving Authority: ASN (M&RA)
  - Eligibility
    - Cols and LtCols can request to retire, in-grade, with 2 yrs TIG vice 3
      - May not exceed 2% of authorized strength in grade
      - Does not supersede other service obligations (PCS commitment, Post 9/11 GI transfer, training/education payback (etc.), but each case will be handled individually

DoD requesting change to Title 10 to allow up to 4%

Selective Early Retirement Board

- **Selective Early Retirement Board (SERB)**
  - Officer 10 USC 638 :
    - Lieutenant Colonels: Twice Passed
      - Currently 175 LtCols would be eligible (Max 53 can be selected)
    - Colonels: 4 yrs TIG, Not already selected for promotion to BG
      - Currently 237 Cols would be eligible (Max 71 can be selected)
    - Not more than 30% of eligible population may be selected
  - Enlisted (Service Policy)
    - E- 9s with 4 yrs TIG
- Procedure if implemented
  - Appropriate promotion board reconvenes as a SERB
  - Those selected are notified individually by letter and must retire by the 1st day of the 7th month after SecNav approval of list (~6 months)

STAP Boat Space Caps

- **Subsequent Term Alignment Plan Reenlistment Caps:**
  - Limit the number of STAP reenlistments by MOS based on the needs of the Marine Corps
  - Similar to current FTAP procedures
    - Primarily targeting Zone B Marines (6-10 yrs)
    - Each MOS will require board to ensure best qualified Marines are allowed to reenlist
    - **Targeted to Marines in over-strength MOSs with less than 10 YOS**
  - Marines separated would be eligible for Involuntary Separations Pay

Enlisted Career Force Controls

- **The ECFC Program is a tool which helps shape the career force**
  - Reviewed annually
  - Stabilizes retention to standardize promotion tempo
  - Limits YOS to Marines who have failed selection for the next rank
  - Recent FY12 change to reduce service of 2P Sgts to 10 years

Current ECFCs
E4 – 8 years
E5 – 10 years (and 2P)
E6 – 20 years ∞P
E7 – 22 years (2P 20 yrs)
E8 – 27 years (2P 22 yrs)

Involuntary Separation Pay

- **Involuntary Separation Pay (ISP) 10 USC 1174**:
  - Available for Marines over 6, but less than 20 years, active duty
  - Certain officers who twice failed selection for promotion are eligible for ISP (unless the officer requested to be denied promotion)
  - Enlisted Marines who were denied reenlistment
  - Marines involuntarily discharged for misconduct or under other provisions of law requiring different computation of pay
  - ISP is 10% X years of service X annual basic pay
- **Examples:**

Captain 11 Years $75,343

Sergeant 10 Years $27,314

Promotion Opportunity

Variable Promotion Opportunities

- Increase/decrease the number of individuals in zone
- In order to increase passes for promotion resulting in ECFC losses

Ramifications of Variable Selection Rates **Hypothetical Target: 475 Allocations for Selection to SSgt**				
Promotion Flow Rate	**Slow**	**Standard**	**Fast**	**"FPF Option"**
Selection Rate	**70%**	**80%**	**90%**	**60% or less**
Number Sgts In Zone	**679**	**594**	**528**	**792**
Number Sgts Passed Over	**204**	**119**	**53**	**317**

Current policy allows for +/- 10% variation from baseline

2P Staff Sergeants

Change Enlisted Career Force Controls (ECFC) policy for 2P SSgts to X YOS

- MOS requirements would be considered for case by case retention
- Breaks precedence currently practiced by USMC
- Marines that are separated would be eli ons Pay or TERA
- 2P Inventory
  - Current inventory of ~2700 2P SSgts
  - Annual accrual of ~450 SSgts

2P SSgt Examples

MOS	#	% of MOS
0111	187	25%
0211	11	4%
0369	238	15%

USMC considers this as Breaking Faith and does not intend to use

Enlisted Retention Board

- **Retention Boards for over strength MOSs:**
  - Boards (similar to Navy) to reduce over-strength MOSs to requirement
  - Targets Marines with 6 to 15 years of service
  - Each over-strength MOS will require board to ensure best qualified Marines are allowed to continue service
  - Marines that are separated would be eligible for Involuntary Separations Pay

USMC considers this as Breaking Faith and does not intend to use

How Can I Minimize Impact on Me?

Bring your “A Game” each and every day

Self-Help Measures

- Ensure your OMPF & MBS are accurate, up-to-date and complete with schools, training, and all fitreps
- **You** are responsible for the accuracy, quality, and completeness of your records and pictures
- Contact MMSB early, do not wait until a week prior to your board (or when too late…when you're passed!)**Bottom Line:**

Nobody cares about your records as much as you should!

Self-Help Measures

- How to make corrections to your record?
  - Read the PES Manual MCO P1610.7F
  - Contact the RS and RO
  - Use your Chain of Command
    - Career Planner, 1st Sergeant, Sergeant Major, or XO
  - Contact MMSB
    Career Counselors
    Officer: (703) 784-9281 / (800) 634-7988
    Enlisted: (703) 784-9241 / (800) 833-2320

What NOT To Do

Promotion Photos

FY11 GySgt board

- 6818 Marines eligible
- 2781-41% missing photos 1 week prior
- 1768-26% missing photos at convening date

Note Photos must be taken within 12 months of your board and properly certified per MarAdmin 003/09

MMSB-20 Photo Support: 703-784-3738
Email: mmsb.photo@usmc.mil

Transition Assistance

- Transition Assistance Management Program (TAMP) is being renovated and integrated into the life-cycle of a Marine from recruitment, through separation or retirement, and through Veteran Marine status.
- We've transformed our Transition Readiness Seminar from a mass training event, into an individualized and practical learning experience with specific transition readiness standards that are effective and beneficial to Marines. The revised five-day Transition Readiness Seminar includes two days of mandatory standardized core curriculum with four well defined military-civilian pathways:
  - University/College
  - Vocational/Technical training
  - Employment
  - Entrepreneurial Endeavors
- In this new system, a Marine will choose the pathway that best meets his or her future goals and will have access to individual

Bottom Line

- **Every voluntary force shaping tool will be used to the maximum extent**
- **Involuntary force shaping tools only necessary if voluntary separations are insufficient**
- **Must proactively address your future**
  - **Go to TAMP whether you're planning to get out or not**
  - **Ensure your record is correct**
  - **Ensure training, PME, and other standards are met**

Questions?